



Invite you to the **MADISON LABOR LAW CLINIC!**

- March 26, 2014 (Wednesday)
- 8:00 a.m. - 3:30 p.m.
- American Family Insurance Hdqtrs.
- Madison, WI

Agenda

- 8:00 a.m. - **Sign-in**
- 8:30 a.m. - **KICKOFF**
- 8:45 a.m. - **"Deciding Who is Eligible for Unemployment Insurance (UI) Benefits"**
Laura Parker
- 10:00 a.m. - **Break**
- 10:15 a.m. - **"Defining Misconduct Under WI UI Law"** *Laura Parker*
- 11:45 a.m. - **Lunch**
- 12:30 p.m. - **"An Overview of WI Labor Standards Laws"** *Jim Chiolino*
- 1:45 p.m. - **Break**
- 2:00 p.m. - **"Workplace Harassment"** *Aretha Pearson*
- 3:15 p.m. - **Wrap-up, adjournment**

Cost

\$77 Substitutions allowed. **PRICE INCLUDES:** Refreshments and lunch, handouts for all presentations on the agenda.

Site

American Family Insurance National Headquarters, Auditorium Training Center, Building A, 6000 American Parkway, Madison, WI 53783, WI. Phone: 608 242-4100, ext. 30091

Registration

Complete and return the form that appears below, include email addresses for all registrants. Seating is limited, early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. **Note: Last day for refunds or cancelations is March 6, 2014. Registrations not canceled by this date shall be subject to full payment of the registration fee.**

PLEASE RESERVE _____ SEATS at the Madison Labor Law Clinic at \$77 each for a total of _____

Provide contact email addresses for all registrants.

Name(s) 1. _____ 2. _____

3. _____ 4. _____

Email(s) 1. _____ 2. _____

3. _____ 4. _____

Company/firm Name _____

St. Address (P.O.) _____ City _____ State _____ Zip _____ Phone _____

TO REGISTER:

BY CHECK: Make checks payable to Employment and Training Association (ETA). Mail this form along with payment to ETA, ATTN: Mary Pasholk, 1819 Aberg Avenue, Madison, WI 53704, **OR**, Fax to 608 242-4917,

BY CREDIT CARD: For information on how to pay by credit card, contact Mary Pasholk at 608-242-4916 or WDA10BusinessServices@dwd.wisconsin.gov

NOTE: Registration is confirmed only when payment has been received.

HERE'S WHAT WE'LL COVER!

8:45 a.m. “Deciding Who Is Eligible for WI Unemployment Insurance Benefits” Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as “able to work” and “available for work” are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

10:15 a.m. “Defining Misconduct Under WI UI Law” Identifies the factors used by UI staff and the courts to define misconduct which can result in a claimant's disqualification for UI benefits. Covers what is and isn't a termination for misconduct, including absenteeism, dishonesty, and violation of company rules. Also covers the basic elements which UI considers in its investigation of a discharge issue, what information UI requests from employers and claimants, and their appeal rights.

12:30 p.m. “An Overview of Wisconsin's Labor Standards Laws” Focuses on issues relating to overtime, hours of work, wage payment requirements, and minimum wage. Also includes a discussion of child labor. Time permitting, also provides information on topics such as the Business Closing/Mass Layoff Notification law and personnel records.

2:00 p.m. “Workplace Harassment” Provides information about harassment under the Wisconsin Fair Employment Law. Includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. Utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.

HERE ARE YOUR PRESENTERS!

LAURA PARKER has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the division as a Disputed Claims Analyst. In that capacity, she helps develop laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, provides technical assistance on complex claims, and responds to inquiries from employers, claimants, and the legislature. She is a 1997 graduate of University of Wisconsin-Green Bay with a BA degree in Human Development and in Public Administration.

JIM CHIOLINO has worked for the Department of Workforce Development - on and off - since 1991. He has worked with both of the Equal Rights Division's bureaus: the Civil Rights Bureau and the Labor Standards Bureau. Jim also practiced law for a few years, representing employers for a large Wisconsin-based firm. He currently serves as Assistant Equal Rights Division Administrator and Director of the Labor Standards Bureau. Jim has a Master of Public Administration degree from UW-Milwaukee (1997), and a JD from UW-Madison (2007).

ARETHA PEARSON has been an Equal Rights Officer for the past 6 years. Prior to that, she worked in the Department's Worker's Compensation Division for 5 years in the Wage unit, Occupational Safety & Health unit, and Dispute Resolution Section. Aretha attended the University of Wisconsin-Madison double majoring in Afro-American Studies and Women's Studies.

IS THIS YOUR FIRST CLINIC?

THIS DAY-LONG CLINIC will include speakers from the Unemployment Insurance and Equal Rights Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary. There will be ample opportunities to ask questions of the presenters, all of who are experts in the laws and programs of which they speak.

THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS).

A schedule of **FUTURE LABOR LAW CLINICS** can be viewed on the Department of Workforce Development website at: <http://dwd.wisconsin.gov/laborlaw/>